ASX & MEDIA RELEASE **(ASX: SGM, USOTC: SMSMY)** **5 November 2026**

Sims Limited Appoints Tiffany Osias as President of Sims Lifecycle Services

Sims Limited ("Sims" or the "Company") today announced the appointment of Tiffany Osias as President of Sims Lifecycle Services ("SLS"). Ms Osias will start in early January 2027.

Ms Osias joins SLS as the expanding installed base of data centre technology infrastructure creates opportunities for its technology reuse, redeployment and recycling services. Her appointment strengthens SLS's leadership as the business scales its global capabilities to meet customers' evolving technology lifecycle needs.

Ms Osias is an accomplished global executive with more than 25 years of experience in technology infrastructure, data centre services and commercial operations. She joins Sims from Equinix, Inc., a leading global digital infrastructure company, where she most recently served as Managing Director of xScale, Equinix's hyperscale data centre business.

In that role, Ms Osias led a global organisation responsible for the growth and operations of xScale, including the development, leasing and operation of hyperscale data centres serving some of the world's largest cloud and technology companies.

Prior to leading xScale, Ms Osias held several senior leadership positions at Equinix, including Vice President, Global Data Center Services, where she was responsible for the performance and strategy of Equinix's global data centre services business.

Sims Limited Managing Director and Chief Executive Officer Stephen Mikkelsen said:

"We are delighted to welcome Tiffany to Sims. She brings a strong combination of hyperscale industry knowledge, global operating experience and commercial leadership that is directly relevant to SLS's next phase of growth.

"SLS helps customers address technology lifecycle challenges, from recovering asset value to navigating supply constraints and managing technology transitions. By anticipating challenges and developing innovative solutions, we help them prepare for what comes next.

"Tiffany understands the priorities of the world's leading cloud and technology companies. Her experience will be invaluable as we deepen customer relationships, scale our global operations and expand our capabilities to support successive generations of data centre technology.

"We look forward to working with Tiffany to build on SLS's success, support our people and capture the long-term opportunities in a fast-growing industry."

Authorised for release by: The Company Secretary

About Sims Limited. Founded in Australia in 1917, Sims Limited is a global leader in metal recycling and the provision of circular solutions for technology. Employing approximately 3,900 employees globally, the company operates more than 150 facilities across 13 countries. Sims Limited plays a vital role in helping increase circularity and decarbonisation by supplying recycled materials and re-purposed products. The company's ordinary shares are listed on the Australian Securities Exchange (ASX: SGM), and its American Depositary Shares are quoted on the Over-the-Counter market in the United States (USOTC: SMSMY). The Company's purpose, create a world without waste to preserve our planet, is what drives its constant innovation and leadership in the circular economy. For more information, visit www.simsltd.com.

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